

NHUSD Strategic Plan

Year End Review



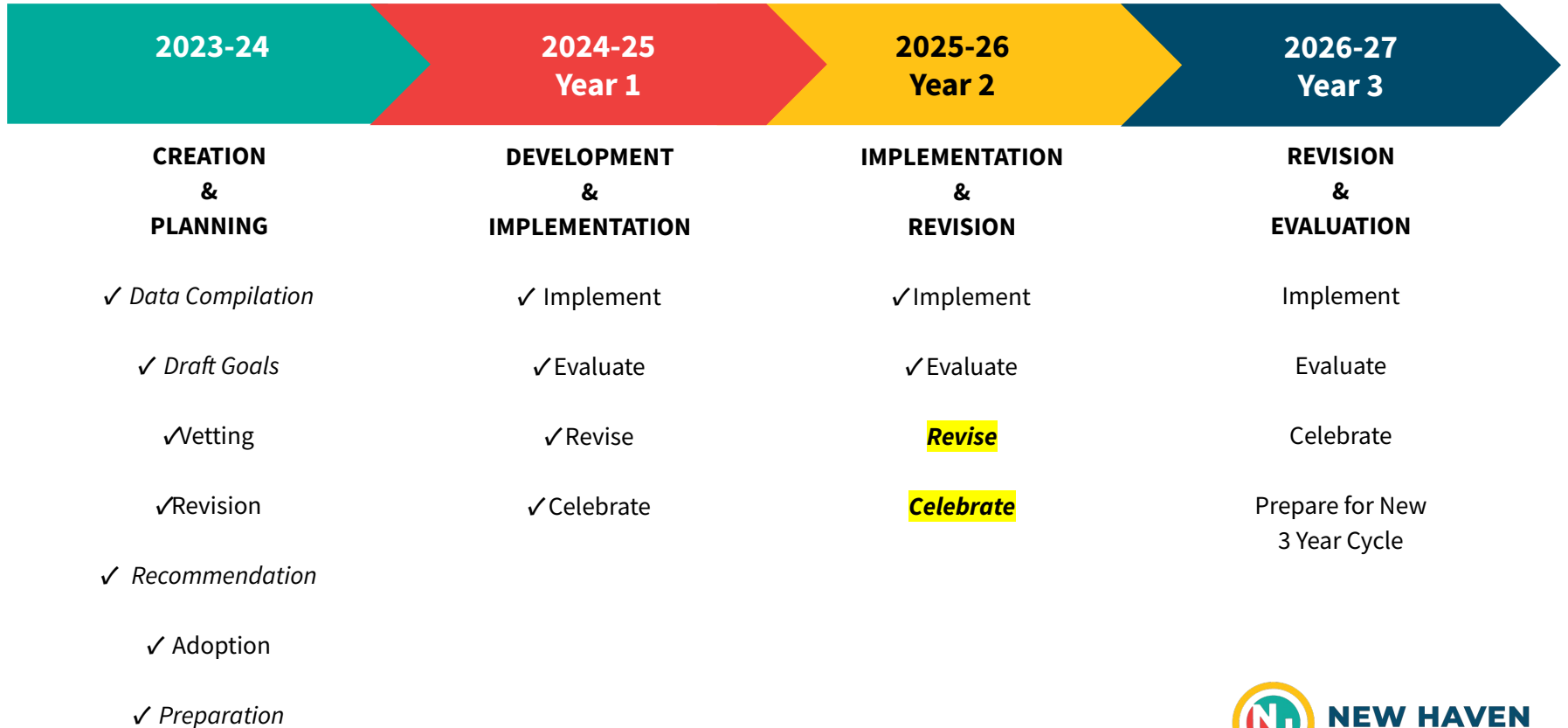
NEW HAVEN
UNIFIED SCHOOL DISTRICT

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Presented by: Hui Stevens, Kevin Franklin
Date: May 5, 2026

The Year in Review

1. Strategic Planning Cycle
2. Our Goals
3. The Year in Review by Goal and Next Steps

Strategic Planning Cycle:



Our Goals...

Goal #1: Prepared & Empowered Students

Goal #2: Accessible and Equitable Support for Students

Goal #3: Valued and Engaged Employee Partners

Goal #4: School, Family & Community Connections

Goal #5: Safe, Innovative, and Sustainable Learning Environments

GOAL #1:

Prepared & Empowered Students

Goal #1: Prepared & Empowered Students

All students are prepared for life, college, and careers by participating in relevant, rigorous, innovative, and accessible learning experiences.

Action Initiatives:

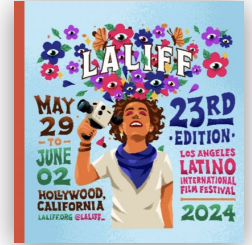
- Engage students with rigorous, standards-based learning experiences using instructional strategies that maximize access.
- Increase opportunities for students to participate in expanded learning programs before, during, and after school.
- Ensure staff is supported using data and data systems to adjust instruction to meet students' needs throughout the year.
- Expand innovative educational options for students in arts, music, biliteracy, science, technology, engineering, mathematics, and career-technical education.

GOAL #1:

Current Year Accomplishments

Goal #1: College, Career, and Life Readiness through Teaching and Learning

- Expand Youth Cinema Project to middle schools
- Complete introduction with Science of Reading in Elementary
- Expand Dual Enrollment
- Provide professional development for TK through 12 staff
- Develop a transition plan for Mandarin TWDL cohort entering middle school



GOAL #1:

Preparing for Next Year

Next Year's Goal 1 Initiatives

- Continue Professional Development
- Strengthen staff collaboration
- Transitional plan for Spanish TWDL entering High School
- Expand learning opportunities during and after school
- Conley Caraballo to offer A-G courses



Animatronics



GOAL #2:

Accessible and Equitable Support for Students

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Students' social-emotional, behavioral, and academic needs are met systematically and comprehensively, which values dignity and creates belonging.

Action Initiatives:

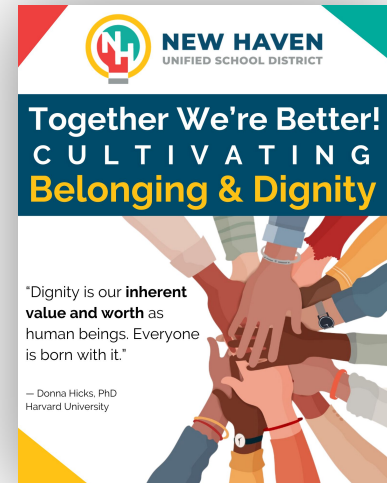
- Enhance support for students' academic, behavioral, and attendance needs.
- Expand systems that meet students' socio-emotional, mental, and physical health needs.
- Ensure that students learn in settings that honor their dignity in culturally and linguistically responsive ways.
- Ensure that relationships between staff and students in our schools create a sense of belonging through dignity and mutual respect.

GOAL #2:

Current Year Accomplishments

Goal #2: Equity, Access, and Achievement

- Continue with Dignity and Belonging Initiatives
- Host Black Students Empowerment Event
- Introduce Positive Behavior Interventions and Supports (PBIS)
- Introduce Restorative Practices (RP)
- Refine Equity Walk Tool

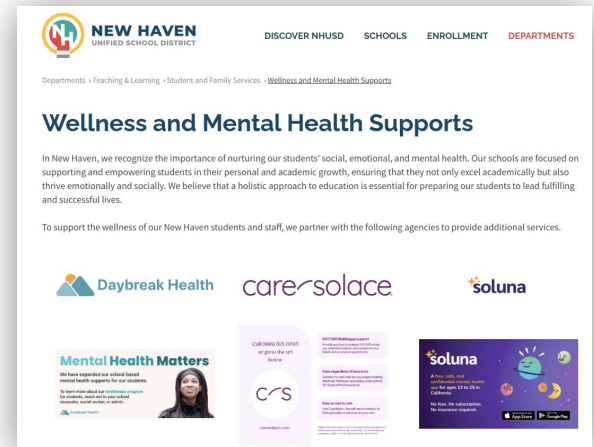
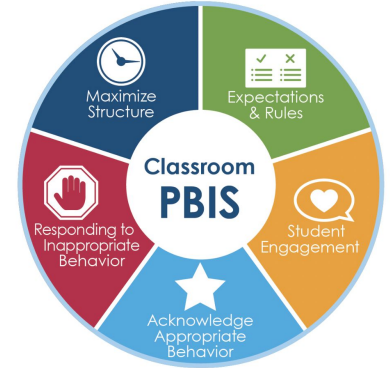


GOAL #2:

Preparing for Next Year

Next Year's Goal 2 Initiatives

- Improve engagement of students in our classrooms
- Launch Positive Behavior Interventions and Supports (PBIS)
- Launch Restorative Practices (RP)
- Continue Anti-Hate language initiative to promote Dignity and Belonging
- Continue Equity Walk class visits



The screenshot shows the website for New Haven Unified School District. The header includes the district logo and navigation links for 'DISCOVER NHUSD', 'SCHOOLS', 'ENROLLMENT', and 'DEPARTMENTS'. The main heading is 'Wellness and Mental Health Supports'. Below this, there is a paragraph explaining the district's commitment to student well-being. A section titled 'To support the wellness of our New Haven students and staff, we partner with the following agencies to provide additional services.' lists three partners: Daybreak Health, care-solace, and soluna. Each partner has a small graphic or logo next to their name.

GOAL #3:

Valued and Engaged Employee Partners

Goal #3: Valued and Engaged Employee Partners

All staff are partners who feel like they belong and have the opportunity to help create equitable access to learning for our students.

Action Initiatives:

- Provide staff with support that enables them to grow and thrive.
- Empower staff to connect with students and families in ways that honor dignity.
- Create growth opportunities for all staff that meet individual needs and promote professional advancement.
- Foster talent systems and structures that attract and retain a diverse, talented workforce.
- Expand recognition opportunities to celebrate our employees' accomplishments and contributions to student success.

GOAL #3:

Current Year Accomplishments

Goal 3: Action Initiative #1

Provide staff with support that enables them to grow and thrive. Empower staff to connect with students and families in ways that honor dignity.

- Staff Wellness Resources
 - Employee Assistance Program
 - Care Solace
 - **“Health & Wellness Resources”** section of monthly newsletter
- March 14 PD Day
 - Belonging & Dignity for Office Settings



Goal 3: Action Initiative #2

Create growth opportunities for all staff that meet individual needs and promote professional advancement.

- ACOE Pathways
 - Paraprofessional Institute
 - New & improved paraprofessional exam
 - Teacher interns
- New Hire Curriculum Overviews
- Induction —> over 90% retention
- **“Career Advancement”** section of monthly newsletter



ALAMEDA COUNTY OFFICE OF EDUCATION
Become a Paraprofessional

Join our Para Project Programs!

The Alameda County Office of Education (ACOE) offers multiple programs to help individuals become paraprofessionals. **Para Institute**, a 4-week full-time intensive training with instruction, test prep, and onboarding support and the **Path to Para**, a 12-week evening program for those transitioning into education. Both programs provide hands-on experience, professional development, and financial incentives to prepare participants for meaningful careers supporting students in the classroom. Additional offerings include the **Power Hour and Instructional Exam** testing to support you to pass the Para Exam, as well as **Application Support** Sessions to support you to complete the district application process.

Para Institute	Path to Para
<ul style="list-style-type: none">• 4-week intensive training• Summer cohort meets daily July 7, 2025 - August 1, 2025• Monday-Friday, 8:00AM-3:00PM• \$3,000 paid training• Application assistance• Academic support & test preparation• \$250 onboarding stipend• Career readiness support	<ul style="list-style-type: none">• 12-week evening program• Cohort meets weekly on Thursdays June 5, 2025 - August 28, 2025 - 5:30PM-7PM• \$750 Paid Training• Application assistance• Academic support & test preparation• \$350 onboarding stipend• Career readiness support

Application Support Sessions

- Assistance with job portals
- Cover letter & resume help

Power Hour & Instructional Aide Exam

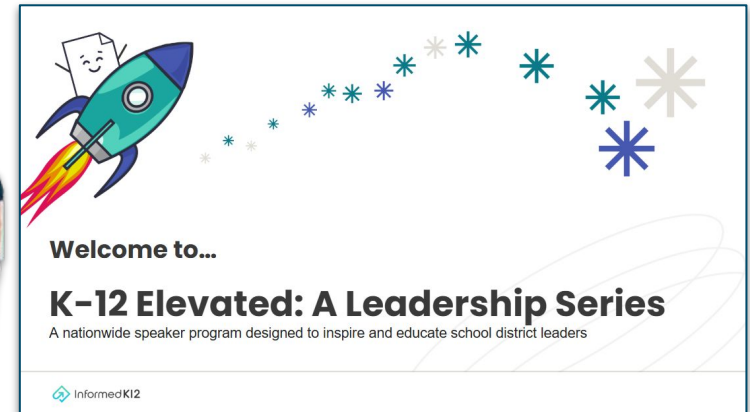
- Exam Preparation
- Test taking strategies

ALAMEDA COUNTY OFFICE OF EDUCATION **PIETH** **Apply Here**

Goal 3: Action Initiative #3

Foster talent systems and structures that attract and retain a diverse, talented workforce.

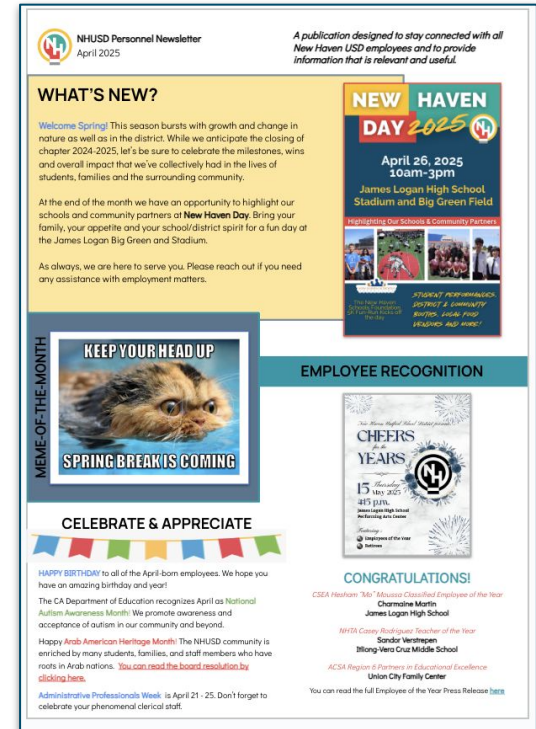
- Informed K12 Digitizing Forms Project
- Collaboration with Special Services to fill vacancies
 - Indeed
 - Paraprofessional Institute
 - University Instructors
- Local Job Fairs
- High School Recruitment



Goal 3: Action Initiative #4

Expand recognition opportunities to celebrate our employees' accomplishments and contributions to student success.

- Beginning of the Year Staff Kickoff at Logan
- Employee of the Year Process continued
- Employee Recognition Month (MAY) & Board Resolution
- Cheers for the Years
- New Haven Magazine
- Personalized employee assistance
- **“Celebrate & Appreciate” & “Employee Recognition”** sections of monthly newsletter



GOAL #3:

Preparing for Next Year

Next Year's Goal 3 Initiatives

- Continue to implement class size limits at all levels
- Final Reclassification for CSEA and NHAA positions and Job Descriptions
- Continue focus on customer service and training for school site staff
- Enhance site celebrations and recognitions of staff
- Continue teacher residency program
- Continue providing pathways for career advancement through partnerships with REACH University, Chabot College and Alameda County Office of Education
- Continue to strengthen substitute teacher pool and training

GOAL #4:

School, Family & Community Connections

Goal #4: School, Family & Community Connections

Students and families will have access to information and district resources in a manner that fosters inclusiveness and belonging.

Action Initiatives:

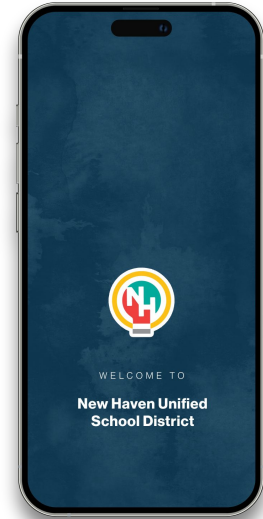
- Provide welcoming environments for all students and families.
- Improve access to engagement opportunities for students and families.
- Communicate in an aligned, consistent manner that respects dignity and promotes information sharing.
- Develop and strengthen relationships with our community partners to provide services for our families.

GOAL #4:

Current Year Accomplishments

Goal #4: Community Outreach, Engagement, and Advocacy

- Parent outreach around graduation options and pathways
- Build on establishing welcoming environments
- Host Family Collaborative
- Continue Collective Parent Workshop Series
- Family Service Assistants offering Site Support
- Launch New Haven App



GOAL #4:

Preparing for Next Year

Next Year's Goal 4 Initiatives

- Continue to strengthen family communication
- Establishing welcoming environments
- Continue Collective Parent Workshop Series
- Improve parent partnership at sites



GOAL #5:

Safe, Innovative, and Sustainable Learning Environments

Goal #5: Safe, Innovative, and Sustainable Learning Environments

Safe and innovative learning environments will be maintained and improved while incorporating sustainable practices and enhancing fiscal stability.

Action Initiatives:

- Develop sustainable practices and systems for food services while seeking ways to improve food service and quality for students.
- Review, monitor, and improve safety systems and structures in our schools to stay current with best practices.
- Seek and implement strategies to continually provide clean, modern, innovative, and sustainable facilities and infrastructure.
- Identify and implement systems and strategies to maintain a stable budget.

GOAL #5:

Current Year Accomplishments

Goal 5: Safe, Innovative, and Sustainable Learning Environments

- Currently in Design Phase of Logan High School Measure N Modernization project
- Measure N district-wide upgrades have commenced
- Sports complex renovations at CCMS and IVCMS are in progress
- Student Nutrition Services Department continues to expand menu items and perform more scratch cooking at the new central kitchen location
- Audio Enhancement System has been a success at Hillview Crest and is expanding to all schools
- Play structure upgrades have been completed and/or currently in progress



GOAL #5:

Preparing for Next Year

Next Year's Goal 5 Action Initiatives:

- Expand and Enhance the SNS menu by adding popular holiday theme food items to the menu
- Completion of sports complex upgrades at CCMS (Fall/Winter 2026) and IVCMS (Summer 2027)
- Finalize design of Logan High School Measure N modernization
- Implement Measure N project list



Thank You

